



RE: Request for Meeting Regarding Course Equivalency Document

From Williams, Geoff <geoffwilliams@mun.ca>

Date Thu 3/6/2025 9:05 AM

To Giwa, Sulaimon <sgiwa@mun.ca>; Dean Social Work <deansocialwork@mun.ca>

Cc King, Cathy <cking@mun.ca>; decanalassistswk <decanalassistswk@mun.ca>

Thank you Sulaimon.

s. 29 (1) (a)

Best,
Geoff

From: Giwa, Sulaimon <sgiwa@mun.ca>

Sent: Thursday, March 6, 2025 3:01 AM

To: Williams, Geoff <geoffwilliams@mun.ca>; Dean Social Work <deansocialwork@mun.ca>

Cc: King, Cathy <cking@mun.ca>; decanalassistswk <decanalassistswk@mun.ca>

Subject: Re: Request for Meeting Regarding Course Equivalency Document

Good morning, Geoff,

I've heard back from Stephen, and the group has confirmed the meeting for April 16 from 11 a.m. to 12 p.m. My decanal assistant will send you the meeting link, and you can release the other dates from your calendar.

s. 29 (1) (a)

Thank you for your time.

All the best,

Dr. Sulaimon Abiodun Olawale Giwa
Associate Professor & Interim Dean
Interim Associate Dean of Graduate Programs and Research
Cross-appointed to the Department of Sociology, Police Studies
Member, Royal Society of Canada, College of New Scholars, Artists, and Scientists
Past Endowed Chair in Criminology and Criminal Justice, St. Thomas University (2022)
School of Social Work, St. John's College, J-2019
Memorial University of Newfoundland and Labrador
230 Prince Philip Drive
St. John's, NL A1C 5S7
709-864-7940

NOTE TO APPLICANT: The remainder of this email thread is previously located in the records.

IAP Office

<https://www.mun.ca/socialwork/about-us/our-people/faculty/dr-sulaimon-abiodun-olawale-giwa/>

<https://scholar.google.com/citations?user=ypwEMY8AAAAJ>

<https://mun.academia.edu/SulaimonGiwa>

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RE: Request for Meeting Regarding Course Equivalency Document

From Issahaku, Paul <pissahaku@mun.ca>

Date Thu 3/6/2025 9:18 AM

To Giwa, Sulaimon <sgiwa@mun.ca>; Dean Social Work <deansocialwork@mun.ca>; Miskell, Michelle <mmiskell@mun.ca>

This is noted, Sulaimon. Thank you, and take care.

Paul Alhassan Issahaku (PhD)
Associate Professor, Acting Associate Dean of Undergraduate Programs
School of Social Work
Memorial University of Newfoundland
St. John's, Canada
Tel. 7098648688. Email: pissahaku@mun.ca

Latest publications:

Young People's Perspectives on Safety and Safety Promotion in St. John's, Newfoundland and Labrador. *Sage Open*. <https://doi.org/10.1177/21582440241257025>

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Emergent Themes with Implications from a Qualitative Thematic Analysis of Psychological Well-Being Among 23 Older Ghanaians. *Ageing International*, 49: 467-497. <https://doi.org/10.1007/s12126-024-09557-w>

From: Giwa, Sulaimon <sgiwa@mun.ca>

Sent: Thursday, March 6, 2025 3:09 AM

To: Dean Social Work <deansocialwork@mun.ca>; Miskell, Michelle <mmiskell@mun.ca>

Cc: Issahaku, Paul <pissahaku@mun.ca>

Subject: Re: Request for Meeting Regarding Course Equivalency Document

Good morning, Paul and Michelle,

I've heard back from Stephen, and the group has confirmed the meeting for April 16 from 11 a.m. to 12 p.m. My decanal assistant will send you the meeting link, and you can release the other dates from your calendar.

As Stephen, a faculty member in Social Work, mentioned that he and the group have requested MUNFA's attendance, I also reached out to Faculty Relations, and Geoff will be attending the meeting. I've asked Geoff if we can meet in advance to prepare, and I would like both of you to attend. I'll confirm once I hear back from Geoff.

Thank you for your time.

All the best,

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IAP Office



RE: Request for Meeting Regarding Course Equivalency Document

From Miskell, Michelle <mmiskell@mun.ca>

Date Thu 3/6/2025 10:07 AM

To Giwa, Sulaimon <sgiwa@mun.ca>; Dean Social Work <deansocialwork@mun.ca>

Cc Issahaku, Paul <pissahaku@mun.ca>

Morning, Ok, sounds. Good. Thank you!
Michelle

MICHELLE MISKELL (she/her) | MANAGER OF ACADEMIC PROGRAMS

School of Social Work
Memorial University of Newfoundland
St. John's, NL, Canada | A1C 5S7
St. John's College | Room J2001
709 864 8101 | mmiskell@mun.ca

<https://www.mun.ca/socialwork/>

We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

From: Giwa, Sulaimon <sgiwa@mun.ca>

Sent: Thursday, March 6, 2025 3:09 AM

To: Dean Social Work <deansocialwork@mun.ca>; Miskell, Michelle <mmiskell@mun.ca>

Cc: Issahaku, Paul <pissahaku@mun.ca>

Subject: Re: Request for Meeting Regarding Course Equivalency Document

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Thank you for your time.

All the best,

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Re: Request for Meeting Regarding Course Equivalency Document

From Dean Social Work <deansocialwork@mun.ca>

Date Thu 3/6/2025 11:24 AM

To decanalassistswk <decanalassistswk@mun.ca>; Dean Social Work <deansocialwork@mun.ca>

Cc Issahaku, Paul <pissahaku@mun.ca>

Hi, Lisa,

Not a problem to include them, you can send them the meeting link. Thank you.

All the best,

Dr. Sulaimon Abiodun Olawale Giwa
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<https://scholar.google.com/citations?user=ypwEMY8AAAAJ>
<https://mun.academia.edu/SulaimonGiwa>

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From: decanalassistswk <decanalassistswk@mun.ca>

Sent: Thursday, March 6, 2025 9:54 AM

To: Dean Social Work <deansocialwork@mun.ca>

Cc: decanalassistswk <decanalassistswk@mun.ca>; Issahaku, Paul <pissahaku@mun.ca>

Subject: Re: Request for Meeting Regarding Course Equivalency Document

Good morning Sulaimon,

The meeting invite has been created and sent to all ASMs, ASM-FECs, Erika Merschrod, Geoff Williams, and Michelle Miskell.

NOTE: I did not include Teaching Term instructors as they are nearing the end of their assignments. Should I include Isobel, Kristen and Maxine as well to be part of this discussion as their teaching term assignment [REDACTED] I can add them to the invite if needed.

s. 40 (1)

Thanks,
Lisa

From: Dean Social Work <deansocialwork@mun.ca>
Sent: Thursday, March 6, 2025 2:56 AM
To: Dean Social Work <deansocialwork@mun.ca>
Cc: decanalassistswk <decanalassistswk@mun.ca>; Issahaku, Paul <pissahaku@mun.ca>
Subject: Re: Request for Meeting Regarding Course Equivalency Document

Good morning, Lisa,

Stephen is not copied on this email [REDACTED] s. 29 (1) (a)

Please send a Teams meeting link for April 16 from 11 a.m. to 12 p.m. to all ASMs, including ASM-FECs. Since MUNFA will be attending, please also ensure that Dr. Erika Merschrod receives the link at s. 40 (1) [REDACTED] which is the email address Stephen provided for her.

Additionally, Geoff from Faculty Relations will be attending. Please send the link to him at geoffwilliams@mun.ca and facrel@mun.ca.

Lastly, Michelle Miskell will be joining the meeting as well, so please include her in the invitation. Thank you.

All the best,

Dr. Sulaimon Abiodun Olawale Giwa
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From: Ellenbogen, Stephen <sellenbogen@mun.ca>
Sent: Wednesday, March 5, 2025 7:41 PM
To: Dean Social Work <deansocialwork@mun.ca>

NOTE TO APPLICANT: The remainder of this email thread is previously located in the records.

IAP Office



Fw: Request for Meeting Regarding Course Equivalency Document

From decanalassistswk <decanalassistswk@mun.ca>

Date Fri 3/7/2025 9:25 AM

To Giwa, Sulaimon <sgiwa@mun.ca>

Hi Sulaimon, Please see Geoff's availability below for your meeting with him before the April 16th meeting. Please let me know which of these times works best for you and I will connect with Cathy to book it.

Thanks,
Lisa

From: King, Cathy <cking@mun.ca>

Sent: Friday, March 7, 2025 8:21 AM

To: decanalassistswk <decanalassistswk@mun.ca>

Subject: FW: Request for Meeting Regarding Course Equivalency Document

Hi Lisa,

Should we find a time for the advance meeting?

Geoff has pretty good availability for April 10 in the afternoon, April 11 (up to 1:00 p.m.), and all day on April 14 & 15.

Thanks.

Cathy

Cathy King – Administrative Secretary
Office of Faculty Relations
Memorial University of Newfoundland
St. John's, NL A1C 5S7
Tel: 709-864-2565
Email: cking@mun.ca

From: Williams, Geoff <geoffwilliams@mun.ca>

Sent: Thursday, March 6, 2025 9:05 AM

To: Giwa, Sulaimon <sgiwa@mun.ca>; Dean Social Work <deansocialwork@mun.ca>

Cc: King, Cathy <cking@mun.ca>; decanalassistswk <decanalassistswk@mun.ca>

Subject: RE: Request for Meeting Regarding Course Equivalency Document

Thank you Sulaimon. [REDACTED]

s. 29 (1) (a)

Best,
Geoff

NOTE TO APPLICANT: The remainder of this email thread is previously located in the records.

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Re: Request for Meeting Regarding Course Equivalency Document

From Giwa, Sulaimon <sgiwa@mun.ca>

Date Sat 3/22/2025 4:01 AM

To Dean Social Work <deansocialwork@mun.ca>; Miskell, Michelle <mmiskell@mun.ca>

Cc Issahaku, Paul <pissahaku@mun.ca>; decanalassistswk <decanalassistswk@mun.ca>

Good morning, Paul and Michelle,

I'm following up to let you know that Geoff from Faculty Relations has provided a few options for a pre-meeting. Could you confirm your availability as soon as possible? Monday, April 14, would work best for me.

Geoff is available on:

April 10 (afternoon)

April 11 (until 1:00 p.m.)

April 14 (all day)

April 15 (all day)

All the best,

Dr. Sulaimon Abiodun Olawale Giwa
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From: Giwa, Sulaimon <sgiwa@mun.ca>

Sent: Thursday, March 6, 2025 3:09 AM

To: Dean Social Work <deansocialwork@mun.ca>; Miskell, Michelle <mmiskell@mun.ca>

Cc: Issahaku, Paul <pissahaku@mun.ca>

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Thank you for your time.

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From: Giwa, Sulaimon <sgiwa@mun.ca>

Sent: Wednesday, March 5, 2025 4:48 AM

To: Dean Social Work <deansocialwork@mun.ca>; Miskell, Michelle <mmiskell@mun.ca>

Cc: Issahaku, Paul <pissahaku@mun.ca>

Subject: Re: Request for Meeting Regarding Course Equivalency Document

Good morning,

I have proposed April 16 (11 AM – 12 PM) and April 17 (1 – 2 PM) as possible meeting times. Please hold both dates in your calendar. Thank you.

All the best,

Dr. Sulaimon Abiodun Olawale Giwa
Associate Professor & Interim Dean
Interim Associate Dean of Graduate Programs and Research
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From: Dean Social Work <deansocialwork@mun.ca>
Sent: Tuesday, March 4, 2025 6:59 AM
To: Miskell, Michelle <mmiskell@mun.ca>; Dean Social Work <deansocialwork@mun.ca>
Cc: Issahaku, Paul <pissahaku@mun.ca>
Subject: Re: Request for Meeting Regarding Course Equivalency Document

Good morning, Michelle,

Below are the new dates and times I will be proposing to faculty and MUNFA for the meeting. Please let me know if you have any scheduling conflicts. Thank you.

April 16: 11 AM - 12 PM or 2 PM - 3 PM
 April 17: Between 11 AM and 2:30 PM
 April 18: Between 1 PM and 3 PM

All the best,

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Re: Request for Meeting Regarding Course Equivalency Document

From Giwa, Sulaimon <sgiwa@mun.ca>

Date Sat 3/22/2025 9:22 AM

To Issahaku, Paul <pissahaku@mun.ca>; Dean Social Work <deansocialwork@mun.ca>; Miskell, Michelle <mmiskell@mun.ca>

Cc decanalassistswk <decanalassistswk@mun.ca>

Thanks, Paul.

All the best,

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From: Issahaku, Paul <pissahaku@mun.ca>

Sent: Saturday, March 22, 2025 9:11 AM

To: Giwa, Sulaimon <sgiwa@mun.ca>; Dean Social Work <deansocialwork@mun.ca>; Miskell, Michelle <mmiskell@mun.ca>

Cc: decanalassistswk <decanalassistswk@mun.ca>

Subject: RE: Request for Meeting Regarding Course Equivalency Document

Monday, April 14, works for me too. Take care.

Paul A. Issahaku (PhD)
Associate Professor, Acting Associate Dean of Undergraduate Programs
School of Social Work
Memorial University of Newfoundland
St. John's, Canada

Email: pissahaku@mun.ca
 Tel. 7098648688
 Latest publications:

A Healthy Ageing Discourse in Newfoundland and Labrador, Canada. *Cogent Social Sciences*, 11(1), 1-19. <https://doi.org/10.1080/23311886.2025.2473640>

Young People's Perspectives on Safety and Safety Promotion in St. John's, Newfoundland and Labrador. *Sage Open*. <https://doi.org/10.1177/21582440241257025>

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Emergent Themes with Implications from a Qualitative Thematic Analysis of Psychological Well-Being Among 23 Older Ghanaians. *Ageing International*, 49: 467-497. <https://doi.org/10.1007/s12126-024-09557-w>

From: Giwa, Sulaimon <sgiwa@mun.ca>
Sent: Saturday, 22 March 2025 4:02 am
To: Dean Social Work <deansocialwork@mun.ca>; Miskell, Michelle <mmiskell@mun.ca>
Cc: Issahaku, Paul <pissahaku@mun.ca>; decanalassistswk <decanalassistswk@mun.ca>
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April 11 (until 1:00 p.m.)

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April 15 (all day)

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<https://mun.academia.edu/SulaimonGiwa>



RE: Request for Meeting Regarding Course Equivalency Document

From Miskell, Michelle <mmiskell@mun.ca>

Date Mon 3/24/2025 9:38 AM

To Issahaku, Paul <pissahaku@mun.ca>; Giwa, Sulaimon <sgiwa@mun.ca>; Dean Social Work <deansocialwork@mun.ca>

Cc decanalassistswk <decanalassistswk@mun.ca>

Good Morning Sulaimon,

s. 40 (1)

s. 40 (1)

I am free on April 10 and 15. [REDACTED] April 11 to 14. I'll do up that [REDACTED] form and send it to you.

Thanks,
Michelle

MICHELLE MISKELL (she/her) | MANAGER OF ACADEMIC PROGRAMS

School of Social Work
Memorial University of Newfoundland
St. John's, NL, Canada | A1C 5S7
St. John's College | Room J2001
709 864 8101 | mmiskell@mun.ca

<https://www.mun.ca/socialwork/>

We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

From: Issahaku, Paul <pissahaku@mun.ca>

Sent: Saturday, March 22, 2025 9:11 AM

To: Giwa, Sulaimon <sgiwa@mun.ca>; Dean Social Work <deansocialwork@mun.ca>; Miskell, Michelle <mmiskell@mun.ca>

Cc: decanalassistswk <decanalassistswk@mun.ca>

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Paul A. Issahaku (PhD)
Associate Professor, Acting Associate Dean of Undergraduate Programs
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Re: Request for Meeting Regarding Course Equivalency Document

From Dean Social Work <deansocialwork@mun.ca>

Date Mon 3/24/2025 12:19 PM

To Miskell, Michelle <mmiskell@mun.ca>; Issahaku, Paul <pissahaku@mun.ca>; Dean Social Work <deansocialwork@mun.ca>

Cc decanalassistswk <decanalassistswk@mun.ca>

Good afternoon,

Are both of you available on April 15 from 10:30 to 11:30 a.m.? If so, I will propose this date and time to Geoff.

All the best,

Dr. Sulaimon Abiodun Olawale Giwa
Associate Professor & Interim Dean
Interim Associate Dean of Graduate Programs and Research
Cross-appointed to the Department of Sociology, Police Studies
Member, Royal Society of Canada, College of New Scholars, Artists, and Scientists
Past Endowed Chair in Criminology and Criminal Justice, St. Thomas University (2022)
School of Social Work, St. John's College, J-2019
Memorial University of Newfoundland and Labrador
230 Prince Philip Drive
St. John's, NL A1C 5S7
709-864-7940

<https://www.mun.ca/socialwork/about-us/our-people/faculty/dr-sulaimon-abiodun-olawale-giwa/>

<https://scholar.google.com/citations?user=ypwEMY8AAAAJ>

<https://mun.academia.edu/SulaimonGiwa>

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NOTE TO APPLICANT: The remainder of this email thread is previously located in the records.

From: Miskell, Michelle <mmiskell@mun.ca>

Sent: Monday, March 24, 2025 9:38 AM

To: Issahaku, Paul <pissahaku@mun.ca>; Giwa, Sulaimon <sgiwa@mun.ca>; Dean Social Work <deansocialwork@mun.ca>

Cc: decanalassistswk <decanalassistswk@mun.ca>

Subject: RE: Request for Meeting Regarding Course Equivalency Document

Good Morning Sulaimon,

s. 40 (1)

s. 40 (1)

I am free on April 10 and 15. [REDACTED] April 11 to 14. I'll do up that [REDACTED] form and send it to you.

Thanks,



Re: Request for Meeting Regarding Course Equivalency Document

From Giwa, Sulaimon <sgiwa@mun.ca>

Date Tue 3/25/2025 11:53 AM

To King, Cathy <cking@mun.ca>; Dean Social Work <deansocialwork@mun.ca>

Cc decanalassistswk <decanalassistswk@mun.ca>; Issahaku, Paul <pissahaku@mun.ca>; Miskell, Michelle <mmiskell@mun.ca>

Hi, Cathy,

Thank you for your patience. My team and I are available to meet with Geoff on April 15 from 10:30 to 11:30 a.m. If this date still works for him, please send us the meeting invitation and link.

All the best,

Dr. Sulaimon Abiodun Olawale Giwa
Associate Professor & Interim Dean
Interim Associate Dean of Graduate Programs and Research
Cross-appointed to the Department of Sociology, Police Studies
Member, Royal Society of Canada, College of New Scholars, Artists, and Scientists
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<https://www.mun.ca/socialwork/about-us/our-people/faculty/dr-sulaimon-abiodun-olawale-giwa/>

<https://scholar.google.com/citations?user=yypwEMY8AAAAJ>

<https://mun.academia.edu/SulaimonGiwa>

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NOTE TO APPLICANT: The remainder of this email thread is previously located in the records.

From: decanalassistswk <decanalassistswk@mun.ca>

Sent: Friday, March 7, 2025 9:25 AM

To: Giwa, Sulaimon <sgiwa@mun.ca>

Subject: Fw: Request for Meeting Regarding Course Equivalency Document

IAP Office

Hi Sulaimon, Please see Geoff's availability below for your meeting with him before the April 16th meeting. Please let me know which of these times works best for you and I will connect with Cathy to book it.

Thanks,
Lisa



RE: Request for Meeting Regarding Course Equivalency Document

From King, Cathy <cking@mun.ca>

Date Tue 3/25/2025 12:00 PM

To Giwa, Sulaimon <sgiwa@mun.ca>; Dean Social Work <deansocialwork@mun.ca>

Cc decanalassistswk <decanalassistswk@mun.ca>; Issahaku, Paul <pissahaku@mun.ca>; Miskell, Michelle <mmiskell@mun.ca>

Hello Dr. Giwa,
Geoff is now not available between 10:00-11:00 a.m. on April 15.
Would 11:00-12:00, or 11:30-12:30 be possible?

Cathy

From: Giwa, Sulaimon <sgiwa@mun.ca>

Sent: Tuesday, March 25, 2025 11:54 AM

To: King, Cathy <cking@mun.ca>; Dean Social Work <deansocialwork@mun.ca>

Cc: decanalassistswk <decanalassistswk@mun.ca>; Issahaku, Paul <pissahaku@mun.ca>; Miskell, Michelle <mmiskell@mun.ca>

Subject: Re: Request for Meeting Regarding Course Equivalency Document

Hi, Cathy,

Thank you for your patience. My team and I are available to meet with Geoff on April 15 from 10:30 to 11:30 a.m. If this date still works for him, please send us the meeting invitation and link.

All the best,

Dr. Sulaimon Abiodun Olawale Giwa
Associate Professor & Interim Dean
Interim Associate Dean of Graduate Programs and Research
Cross-appointed to the Department of Sociology, Police Studies
Member, Royal Society of Canada, College of New Scholars, Artists, and Scientists
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230 Prince Philip Drive
St. John's, NL A1C 5S7
709-864-7940

NOTE TO APPLICANT: The remainder of this email thread is previously located in the records.

IAP Office

<https://www.mun.ca/socialwork/about-us/our-people/faculty/dr-sulaimon-abiodun-olawale-giwa/>
<https://scholar.google.com/citations?user=ypwEMY8AAAJ>
<https://mun.academia.edu/SulaimonGiwa>

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RE: Request for Meeting Regarding Course Equivalency Document

From Miskell, Michelle <mmiskell@mun.ca>

Date Tue 3/25/2025 12:33 PM

To Giwa, Sulaimon <sgiwa@mun.ca>

Either of those times are fine with me, Sulaimon.
M

MICHELLE MISKELL (she/her) | MANAGER OF ACADEMIC PROGRAMS

School of Social Work
Memorial University of Newfoundland
St. John's, NL, Canada | A1C 5S7
St. John's College | Room J2001
709 864 8101 | mmiskell@mun.ca

<https://www.mun.ca/socialwork/>

We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

From: King, Cathy <cking@mun.ca>

Sent: Tuesday, March 25, 2025 12:00 PM

To: Giwa, Sulaimon <sgiwa@mun.ca>; Dean Social Work <deansocialwork@mun.ca>

Cc: decanalassistswk <decanalassistswk@mun.ca>; Issahaku, Paul <pissahaku@mun.ca>; Miskell, Michelle <mmiskell@mun.ca>

Subject: RE: Request for Meeting Regarding Course Equivalency Document

Hello Dr. Giwa,
Geoff is now not available between 10:00-11:00 a.m. on April 15.
Would 11:00-12:00, or 11:30-12:30 be possible?

Cathy

From: Giwa, Sulaimon <sgiwa@mun.ca>

Sent: Tuesday, March 25, 2025 11:54 AM

To: King, Cathy <cking@mun.ca>; Dean Social Work <deansocialwork@mun.ca>

Cc: decanalassistswk <decanalassistswk@mun.ca>; Issahaku, Paul <pissahaku@mun.ca>; Miskell, Michelle <mmiskell@mun.ca>

Subject: Re: Request for Meeting Regarding Course Equivalency Document

Hi, Cathy,

Thank you for your patience. My team and I are available to meet with Geoff on April 15 from 10:30 to 11:30 a.m. If this date still works for him, please send us the meeting invitation and link.

All the best,

Dr. Sulaimon Abiodun Olawale Giwa
Associate Professor & Interim Dean
Interim Associate Dean of Graduate Programs and Research

NOTE TO APPLICANT: The remainder of this email thread is previously located in the records.

IAP Office



Re: Request for Meeting Regarding Course Equivalency Document

From Giwa, Sulaimon <sgiwa@mun.ca>

Date Tue 3/25/2025 4:21 PM

To King, Cathy <cking@mun.ca>; Dean Social Work <deansocialwork@mun.ca>

Cc decanalassistswk <decanalassistswk@mun.ca>; Issahaku, Paul <pissahaku@mun.ca>; Miskell, Michelle <mmiskell@mun.ca>

Hi, Cathy,

Thank you for the update. April 15 from 11 a.m. to 12 p.m. works for us. Please send the meeting invitation and link.

All the best,

Dr. Sulaimon Abiodun Olawale Giwa
Associate Professor & Interim Dean
Interim Associate Dean of Graduate Programs and Research
Cross-appointed to the Department of Sociology, Police Studies
Member, Royal Society of Canada, College of New Scholars, Artists, and Scientists
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<https://scholar.google.com/citations?user=ywEMy8AAAAJ>

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NOTE TO APPLICANT: The remainder of this email thread is previously located in the records.

From: Giwa, Sulaimon <sgiwa@mun.ca>

Sent: Tuesday, March 25, 2025 11:53 AM

To: King, Cathy <cking@mun.ca>; Dean Social Work <deansocialwork@mun.ca>

Cc: decanalassistswk <decanalassistswk@mun.ca>; Issahaku, Paul <pissahaku@mun.ca>; Miskell, Michelle <mmiskell@mun.ca>

Subject: Re: Request for Meeting Regarding Course Equivalency Document

Hi, Cathy,

Thank you for your patience. My team and I are available to meet with Geoff on April 15 from 10:30 to 11:30 a.m. If this date still works for him, please send us the meeting invitation and link.

All the best,

IAP Office



Re: Memo to ASMs re: April 16 Meeting

From Giwa, Sulaimon <sgiwa@mun.ca>

Date Tue 5/6/2025 6:29 AM

To Miskell, Michelle <mmiskell@mun.ca>; Issahaku, Paul <pissahaku@mun.ca>

Cc decanalassistswk <decanalassistswk@mun.ca>

Thank you, both.

All the best,

Dr. Sulaimon Abiodun Olawale Giwa
Associate Professor & Interim Dean
Interim Associate Dean of Graduate Programs and Research
Cross-appointed to the Department of Sociology, Police Studies
Member, Royal Society of Canada, College of New Scholars, Artists, and Scientists
Past Endowed Chair in Criminology and Criminal Justice, St. Thomas University (2022)
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<https://www.mun.ca/socialwork/about-us/our-people/faculty/dr-sulaimon-abiodun-olawale-giwa/>

<https://scholar.google.com/citations?user=ypwEMY8AAAAJ>

<https://mun.academia.edu/SulaimonGiwa>

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From: Miskell, Michelle <mmiskell@mun.ca>

Sent: Monday, May 5, 2025 12:11 PM

To: Issahaku, Paul <pissahaku@mun.ca>; Giwa, Sulaimon <sgiwa@mun.ca>

Cc: decanalassistswk <decanalassistswk@mun.ca>

Subject: RE: Memo to ASMs re: April 16 Meeting

Hi Sulaimon and Paul,

s. 29 (1) (a)

Please see attached with a few edits,

[REDACTED]

s. 29 (1) (a), s. 35 (1) (d)

Michelle

MICHELLE MISKELL (she/her) | MANAGER OF ACADEMIC PROGRAMS

School of Social Work
Memorial University of Newfoundland
St. John's, NL, Canada | A1C 5S7
St. John's College | Room J2001
709 864 8101 | mmiskell@mun.ca

<https://www.mun.ca/socialwork/>

We acknowledge that the lands on which Memorial University's campuses are situated are in the traditional territories of diverse Indigenous groups, and we acknowledge with respect the diverse histories and cultures of the Beothuk, Mi'kmaq, Innu, and Inuit of this province.

From: Issahaku, Paul <pissahaku@mun.ca>
Sent: Friday, May 2, 2025 5:21 PM
To: Giwa, Sulaimon <sgiwa@mun.ca>; Miskell, Michelle <mmiskell@mun.ca>
Cc: decanalassistswk <decanalassistswk@mun.ca>
Subject: RE: Memo to ASMs re: April 16 Meeting

Hello Sulaimon,
I have done a quick run through and made some changes.
All the best, and take care.

Paul A. Issahaku (PhD)
Associate Professor, Acting Associate Dean of Undergraduate Programs
School of Social Work
Memorial University of Newfoundland
St. John's, Canada
Email: pissahaku@mun.ca
Tel. 7098648688
Latest publications:

Issahaku, P. A. (2025). We are Forgotten: A Qualitative Description Exploration of Social Inclusion-Exclusion Expectations and Experiences of Older Adults in Ghana. *Sage Open*.
<https://doi.org/10.1177/21582440251335382>

Issahaku, P. A. (2025). A Healthy Ageing Discourse in Newfoundland and Labrador, Canada. *Cogent Social Sciences*, 11(1), 1-19. <https://doi.org/10.1080/23311886.2025.2473640>

Issahaku, P. A. (2024). Emergent Themes with Implications from a Qualitative Thematic Analysis of Psychological Well-Being Among 23 Older Ghanaians. *Ageing International*, 49: 467-497.
<https://doi.org/10.1007/s12126-024-09557-w>

Issahaku, P. A., & Adam, A. (2024). Young People's Perspectives on Safety and Safety Promotion in St. John's, Newfoundland and Labrador. *Sage Open*. <https://doi.org/10.1177/21582440241257025>

Issahaku, P. A., Adam, A., Sulemana, A. (2024). Youth Risky and Antisocial Behaviors in Newfoundland and Labrador: The Perspectives of Young People. *Sage Open*.
<https://doi.org/10.1177/21582440241258222>

From: Giwa, Sulaimon <sgiwa@mun.ca>
Sent: Friday, 2 May 2025 4:11 pm
To: Issahaku, Paul <pissahaku@mun.ca>; Miskell, Michelle <mmiskell@mun.ca>

Cc: decanalassistswk <decanalassistswk@mun.ca>

Subject: Memo to ASMs re: April 16 Meeting

Hi, Paul and Michelle,

As promised, attached is a draft of the memo I propose to send to ASMs. Please review it and make any edits using track changes. If there's anything from the April 16 meeting with ASMs that I've missed or that we (leadership team and Michelle) discussed and should be included, feel free to add it in tracked changes. I'd appreciate hearing from you today so the memo can be circulated to ASMs in advance of Tuesday's meeting.

Michelle, please plan to attend the ASM meeting on Tuesday, starting at 12:15 p.m.

All the best,

Dr. Sulaimon Abiodun Olawale Giwa
Associate Professor & Interim Dean
Interim Associate Dean of Graduate Programs and Research
Cross-appointed to the Department of Sociology, Police Studies
Member, Royal Society of Canada, College of New Scholars, Artists, and Scientists
Past Endowed Chair in Criminology and Criminal Justice, St. Thomas University (2022)
School of Social Work, St. John's College, J-2019
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<https://www.mun.ca/socialwork/about-us/our-people/faculty/dr-sulaimon-abiodun-olawale-giwa/>

<https://scholar.google.com/citations?user=ypwEMY8AAAAJ>

<https://mun.academia.edu/SulaimonGiwa>

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Memo to ASMs

From Giwa, Sulaimon <sgiwa@mun.ca>

Date Mon 5/5/2025 4:42 PM

To decanalassistswk <decanalassistswk@mun.ca>

1 attachment (92 KB)

Memo to ASMs Course Enrollment and Course Equivalencies.pdf;

NOTE TO APPLICANT: This attachment follows on the subsequent pages.

IAP Office

Hi, Lisa,

The memo for distribution is attached. Please save a copy to the dean's decision memo folder on the shared drive.

All the best,

Dr. Sulaimon Abiodun Olawale Giwa
Associate Professor & Interim Dean
Interim Associate Dean of Graduate Programs and Research
Cross-appointed to the Department of Sociology, Police Studies
Member, Royal Society of Canada, College of New Scholars, Artists, and Scientists
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School of Social Work

Office of the Dean

St. John's College
 St. John's, NL Canada A1B 3P7
 Tel: 709-864-8044
www.mun.ca/socwrk/

DATE: May 5, 2025

TO: Academic Staff Members

FROM: Dr. Sulaimon Giwa, Interim Dean, School of Social Work

SUBJECT: Follow-Up on April 16 Meeting with ASMs

This memo follows up on the April 16 meeting between the leadership team, ASMs, and representatives from MUNFA and Faculty Relations. The discussion focused on concerns about class sizes exceeding the limits outlined in the course equivalencies document, as raised in Dr. Ellenbogen's email and reiterated by ASMs. ASMs also acknowledged the associated grievance and pending arbitration. The leadership team expressed its intention to listen, engage in further consultation with relevant institutional offices, and keep ASMs updated.

The proposed measures outlined below are intended for discussion and feedback at the ASM Update meeting on May 6, 2025. They reflect a good-faith effort to address the concerns raised. I encourage ASMs to engage constructively so that we can work together to determine the next steps. Feedback from the May 6 meeting will help shape future decisions.

Course Equivalencies and Collective Agreement

Faculty Relations and MUNFA confirmed that the School is not required to wait for the next round of collective bargaining to initiate discussions under Clause 3.17 of the Collective Agreement. The current course equivalencies, developed in 2010, are outdated and do not reflect the present academic context. ASM support—and formal agreement—will be necessary to begin these discussions and advance revisions to the equivalencies.

Program Intake Adjustments

To address workload and class size pressures, the leadership team proposes the following intake reductions:

- Undergraduate Program: Reduce the number of students admitted from 100 to 80, beginning in Fall 2025. Admission offers have not yet been issued.

- MSW Program: Reduce the number of students admitted from 40 to 30, beginning in Fall 2026. Offers for the 2025–2026 academic year have already been extended.

Course-Level Adjustments

- [REDACTED]
[REDACTED] s. 29 (1) (a)
- [REDACTED]
[REDACTED] s. 29 (1) (a), s. 35 (1) (d)

Fourth-Year Electives

[REDACTED]
[REDACTED] s. 29 (1) (a)

Enrollment Impact Timeline

Due to recent increases in admissions, the third- and fourth-year cohorts will remain large for the next one to two years. However, the effects of reduced intake will begin to be felt at the second-year level immediately, with noticeable changes in upper-year enrollment by the 2026–2027 academic year.

PhD Program

[REDACTED]
[REDACTED] s. 29 (1) (a), s. 35 (1) (d)
[REDACTED]

SG



Memo to ASMs

From decanalassistswk <decanalassistswk@mun.ca>

Date Mon 5/5/2025 4:44 PM

To Adjei, Paul Banahene <pbanahene@mun.ca>; Andersen, Fred <fandersen@mun.ca>; Bren LeFrancois <blefrancois@mun.ca>; Catherine de Boer <cdeboer@mun.ca>; de Jong, Kathleen <kdejong@mun.ca>; Ellenbogen, Stephen <sellenbogen@mun.ca>; Giwa, Sulaimon <sgiwa@mun.ca>; Goulden, Ami <agoulden@mun.ca>; Hardy Cox, Donna <dhardy@mun.ca>; Janes, Julia <jjanes@mun.ca>; McConnell, Sheri <smcconne@mun.ca>; Mullings, Delores <dmullings@mun.ca>; Pacheco, Laura <lpacheco@mun.ca>; Parsons, Janice <jparsons@mun.ca>; Shaikh, Sobia <sshaikh@mun.ca>; Smith, Christopher <csmith13@mun.ca>; Watermeyer, Tsering <twatermeyer@mun.ca>; Kerri Collins (FEC) <z39klc@mun.ca>; Kirkland-Smith, June Elizabeth <jkirklandsmith@mun.ca>; Lynsey Soper-Thistle (FEC) <lynsey.soper-thistle@mun.ca>

Cc Issahaku, Paul <pissahaku@mun.ca>; Miskell, Michelle <mmiskell@mun.ca>; Dean Social Work <deansocialwork@mun.ca>

1 attachment (92 KB)

Memo to ASMs Course Enrollment and Course Equivalencies.pdf;

NOTE TO APPLICANT: This attachment appears in the above records.

IAP Office

Good afternoon ASMs,

Please see attached memo, sent on behalf of Dr. Giwa, Interim Dean.

Thank you,
Lisa

Lisa Muise

Decanal Assistant

School of Social Work

Room J-4002, St. John's College

Tel: 709-864-8044; Fax: 709-864-3503

Email: lmuisse@mun.ca; decanalassistswk@mun.ca



Re: Memo to ASMs

From Giwa, Sulaimon <sgiwa@mun.ca>
Date Mon 5/5/2025 4:56 PM
To decanalassistswk <decanalassistswk@mun.ca>

Thanks, Lisa. [REDACTED] s. 40 (1)

All the best,

Dr. Sulaimon Abiodun Olawale Giwa
 Associate Professor & Interim Dean
 Interim Associate Dean of Graduate Programs and Research
 Cross-appointed to the Department of Sociology, Police Studies
 Member, Royal Society of Canada, College of New Scholars, Artists, and Scientists
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From: decanalassistswk <decanalassistswk@mun.ca>
Sent: Monday, May 5, 2025 4:48 PM
To: Giwa, Sulaimon <sgiwa@mun.ca>
Subject: RE: Memo to ASMs

Hi Sulaimon, Sent and saved to the Dean's decision memo folder.

[REDACTED] s. 40 (1)

Lisa

From: Giwa, Sulaimon <sgiwa@mun.ca>
Sent: Monday, May 5, 2025 4:42 PM
To: decanalassistswk <decanalassistswk@mun.ca>
Subject: Memo to ASMs

Hi, Lisa,

The memo for distribution is attached. Please save a copy to the dean's decision memo folder on the shared drive.

All the best,

Dr. Sulaimon Abiodun Olawale Giwa
Associate Professor & Interim Dean
Interim Associate Dean of Graduate Programs and Research
Cross-appointed to the Department of Sociology, Police Studies
Member, Royal Society of Canada, College of New Scholars, Artists, and Scientists
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Statistics for ATIPP Request, April 22, 2026

Academic Year	# of BSW Students Graduated
2015-2016	67
2016-2017	70
2017-2018	60
2018-2019	54
2019-2020	73
2020-2021	58
2021-2022	86
2022-2023	75
2023-2024	77
2024-2025	91
2025-2026	Expected 94

The graduation period includes Fall Convocation in October, February in-absentia graduation, and Spring Convocation in May.

Academic Year	*Total # BSW Students Admitted	**Total # BSW Students Enrolled
Fall 2015	75	181
Fall 2016	67	180
Fall 2017	61	177
Fall 2018	78	188
Fall 2019	72	199
Fall 2020	78	175
Fall 2021	81	223
Fall 2022	98	233
Fall 2023	91	248
Fall 2024	79	247
Fall 2025	79	237

*Total number of students admitted does NOT reflect the number of admission offers extended, rather the number of students that accepted the offer. Also worth noting is that the number of seats offered may be reduced in any year by the number of students returning from a leave of absence from the degree program who then need a seat.

**The data in this column reflects the total number of BSW students who were enrolled in the program each fall, including second, third and fourth year students.